

**SCHOOL DISTRICT 52
ENNIS, MADISON COUNTY, MONTANA
APRIL 27, 2022**

SPECIAL BOARD MEETING 5:30 P.M.

Karen Ketchu	Chairperson - late
Andrew Henrich	Vice-Chair
Halley Perry	Trustee - absent
Dino Fanelli	Trustee
Kyle Stone	Trustee
Melissa Newman	Principal
Brian Hilton	Principal
Casey Klasna	Superintendent
Ginger Martello	District Clerk

Vice-Chair Henrich called the meeting to order. The pledge to the flag was recited.

VISITORS/PUBLIC COMMENT

Mike Speck
Bailey Croy
Twyla Swanson
Wendy McKittrick
Sally Lee
John Lee

NEW BUSINESS

Consideration to Hire Michael Speck – School Counselor

Mike Speck is recommended for the school counselor position. He has worked for the district as a Special Education teacher and coach. He will be attending the MSU(B) counselling program this fall and is the best fit for kids. Trustee Fanelli made a motion to hire Mike Speck as presented. Trustee Stone seconded the motion. All members present were in approval.

Consideration to Hire Activities Director – Jordan Overstreet

Jordan Overstreet is recommended for the activity director position. This was a tough decision. He is knowledgeable in various activities, is high energy and will be a great fit. Trustee Fanelli made a motion to hire Jordan Overstreet as presented. Trustee Stone seconded the motion. Wendy McKittrick asked how the prep time needed would be managed with an elementary teacher into the position. Superintendent Klasna explained

they will work with Mr. Hilton and have someone cover his class the last hour of the day. Vice-Chair Henrich called for the vote. All members present were in approval.

Consideration to Hire Health Enhancement – Logan Beckman

Logan Beckman is recommended for the health enhancement position. She has experience and understands small Montana schools. Unfortunately, she was unable to attend tonight due to a prior engagement. Trustee Stone made a motion to hire Logan Beckman as presented. Trustee Fanelli seconded the motion. All members present were in approval.

Consideration to Hire 7-12 Special Education

Christy Nelson is recommended for the 7-12 special education position. She has experience in Montana and has been teaching overseas for the past few years. Her family has been in Ennis before. Trustee Fanelli made a motion to hire Christy Nelson as presented. Trustee Stone seconded the motion. All members present were in approval.

Consideration to Hire 5th Grade Position

Four applicants were interviewed for the fifth-grade position and Bailey Croy is recommended for the position. Trustee Stone made a motion to hire Bailey Croy as presented. Trustee Fanelli seconded the motion. All members present were in approval.

Consideration to Hire Junior High Language Arts

Erik Nelson is recommended for the junior high language arts position. He held a position here before. He will be an excellent fit and has experience with junior high students. Trustee Fanelli made a motion to hire Erik Nelson as presented. Trustee Stone seconded the motion. All members present were in approval.

Consideration to Approve Administrative Assistant Succession Plan

Superintendent Klasna asked the board to consider a succession plan for replacing Sally Lee, Administrative Assistant. He would like to advertise the job to begin July 1st and allow Ms. Lee to train through December. She works closely with several staff that will be new to their positions and this will allow a smooth transition. Discussion included other positions not having succession plan, bring in someone with experience, extra cost, completing a reference manual, years of knowledge, easier time to train in the summer, assistant secretary also leaving, no continuity, lunch program going back to paid lunches, replacing higher paid staff with lower salaries, allocation plan to fund salaries, use federal money to fund, rather use money for educational purposes, putting more on other staff if not trained, district office is a key role, etc. Trustee Fanelli made a motion to approve the succession plan as presented. Vice-Chair Henrich seconded the motion. Trustee Fanelli felt the money is concerning but understood the continuity. Vice-Chair Henrich and Trustee Fanelli were in favor. Trustee Stone was opposed. The motion passed.

Consideration to Approve Moving the Part-Time Health Enhancement Position from .644 to 1.0 FTE

Superintendent Klasna informed the board, Jared Smithson's position was .644 health enhancement, and the rest was a para position. He would like to make this position full-

time. Colleen McNally would be K-6 and we would have two full-time teachers for grades 7-12. Mr. Hess is a higher paid teacher, and we will replace him with a savings that would cover the additional time for the second teacher. Discussion included having 40-50 students in class, safety and supervision concerns, adding back a class, giving Ms. McNally time to set up between classes, better for the whole school, strengthen health program, etc.

Chairman Ketchu arrived 6:12 p.m.

Vice-Chair Henrich made a motion to move the health enhancement position from .644 to 1.0 FTE. Trustee Stone seconded the motion. All members present were in favor. Chairperson Ketchu abstained as she was not present for the discussion. Motion passed.

Consideration to Increase Bus Driver Base Pay

Superintendent Klasna explained bus drivers are paid through the transportation fund. Currently, the base pay is \$17 per hour. John Lee is leaving, and we do not have enough drivers for next year. Jerry Taylor will be transportation director and will drive a route, so his pay needs to increase. Drivers have a lot of liability and responsibility. We do not want to shut down routes. When we hired the Virginia City drivers their pay was increased. He recommended increasing base driver pay to \$25 per hour. Discussion included comments from bond failure that we can't staff what we have now, driving is a big responsibility, bad weather conditions, bad road conditions, looking at market research, set a precedent this year with Virginia City drivers, benefits, looking at pay equity, staff not signing contracts, split shift, administration can't keep driving, incentives for completing the year, need at least four drivers, Jack Creek route is closed, concern with sub driver paid at the \$25 per hour rate, sub drivers know all routes and stops, etc. Trustee Fanelli made a motion to increase bus driver pay including substitute bus drivers to \$25 per hour. Trustee Henrich seconded the motion. Trustee Stone was concerned that sub drivers are not committed every day to the district. He would have liked to look at other options such as incentives prior to the meeting. Trustee Fanelli, Trustee Henrich, and Chairman Ketchu were in favor. Trustee Stone was opposed. Motion passed.

Consideration to Increase Custodial Base Pay

Superintendent Klasna explained the custodial shortage has been an issue since he was hired. We budgeted for five custodians, but only had three. The hours are at night and our starting wage is not competitive. Tim O'Connell said when we raised the wage last year, we got applicants, but they did not stay with the district long. He cannot maintain the school with a three-man crew. The staff has stepped up, but a lot of the cleaning still cannot get done, he would like to see the starting wage increased to \$20 per hour. Discussion included the wage that cleaners make in the private sector, cleaning company, no sub custodians, benefits, being able to sustain the budget, summer cleaning crew, time it takes to train, look at pay scale for all classified employees, do right by all, need more research, cleaning is not an easy job, etc. The board reviewed a spreadsheet for raising custodial base pay \$2, \$3, \$4, and \$5 for four and five custodians. Discussion included contracts are due May 4th, range for starting pay outside the district, allocation plan, committee to review the pay scale, look at benefits of 9-month vs 12-month

employees, looking at the big picture, increases to current staff, staying within budget, etc. Trustee Stone made a motion to increase base pay for custodians to \$19.20 and limit it to four custodians. Trustee Fanelli seconded the motion. All members present were in approval.

Acceptance of Resignations – Sally Lee and Dianne Burkhart

Sally Lee and Dianne Burkhart submitted their letters of resignation. Superintendent Klasna accepted them verbally and in writing.

As there was no other business for the attention of the board, the special meeting was adjourned at 7:39 p.m.

ATTEST

Ginger Martello, District Clerk

Karen Ketchu, Chairperson

Date Approved